

Workplace Bulletin

July 14, 2006

Également disponible en français.

The *Workplace Bulletin*, issued by the Workplace Information Directorate, Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge**, add your name to our [mailing list](#).

The Workplace Information Directorate offers more information than what is listed below; go to <http://www.hrsdc.gc.ca/en/lp/wid/info.shtml> for a complete listing of products and services.

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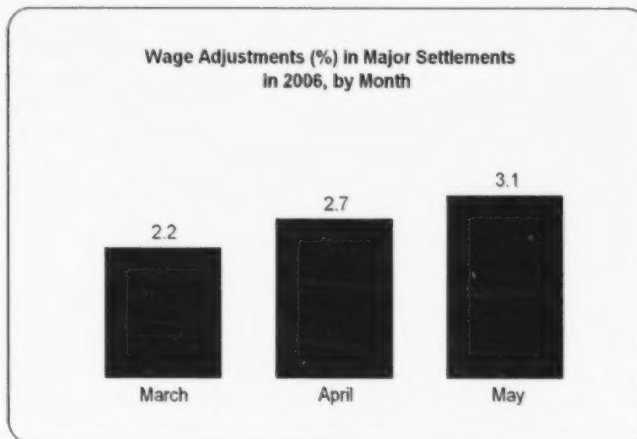
Wage Settlements

Wage Settlements Covering 500 or More Employees May 2006

Base rate wage adjustments from major collective bargaining settlements reached in May 2006 averaged 3.1% annually over the contract term, up from the 2.7% average recorded in the previous month. The results for May 2006 are based on a review of 26 major settlements reached and cover 69,745 employees.

Wage adjustments for the first 5 months of 2006 (January through May) averaged 2.5% for 396,650 employees in 147 agreements.

When the parties to the May 2006 settlements previously negotiated, the resulting wage adjustments averaged 1.8%, lower than in their current settlements. Contract duration in May 2006 averaged 44.9 months, compared to 31.6 months for the previous settlements.



Wage gains in May were higher in the public sector (3.4%) than in the private sector (2.2%). There were 13 private-sector agreements, covering 19,265 employees and 13 public-sector agreements covering 50,480 employees. The majority of these public-sector settlements were in Ontario (6 agreements providing 10,460 employees with adjustments averaging 3.1%), in Alberta (3 agreements providing 9,100 employees with adjustments averaging 3.4%) and in British Columbia (2 agreements providing 29,770 employees with adjustments averaging 3.5%); the May results were influenced in large part by a Health Employers Association of British Columbia agreement, providing 29,270 nurses with a wage increase averaging 3.6%.

Excluding the B.C. Health Employers Association agreement, the remaining 25 major settlements in May recorded an average adjustment of 2.8%, less than the aggregate figure of 3.1%.

On a regional/jurisdictional basis, the largest average adjustment was in the Multiprovince sector at 4.1%. The largest concentration of employees was in British Columbia (43.8% of all employees) due in large part to the Health Employers Association settlement; wage adjustments in this jurisdiction averaged 3.5%. The second largest concentration of employees (23%) and the largest concentration of major settlements (11 agreements for 42.3% of the total) was in Ontario, where wage adjustments averaged 2.9%. Other wage increases in descending order of magnitude were: the Prairie Provinces at 3.4%, the Federal jurisdiction at 3.2%, the Atlantic Provinces at 2.0%; and Quebec at 1.5%.

On an industry basis, the largest average wage increase was reported in the finance and professional services sector at 3.5%. The smallest increase was in manufacturing at 1.9%. The largest concentration of agreements (38.5%) and employees (69.8%) was in the education, health and services sector with wage adjustments averaging 3.4%. Other wage increases in descending order of magnitude were: transportation at 3.3%; public administration at 3.0%; trade at 2.9% and primary industries at 2.1%.

Average Annual Percentage Wage Adjustments by Month

	2006		
	March	April	May
Sectors			
Public Sector	2.1	2.7	3.4
Private Sector	2.6	2.8	2.2
All Industries/Jurisdictions			
Average Annual Adjustment	2.2	2.7	3.1
Non-COLA	2.1	2.7	3.1
COLA	3.0	3.2	2.4
First-Year Adjustment	2.0	3.0	2.9
Non-COLA	1.9	3.1	2.9
COLA	2.9	1.7	2.9

	2006		
	March	April	May
Industries			
Primary Industries	-	-	2.1
Utilities	2.6	-	-
Manufacturing	2.0	3.2	1.9
Wholesale and Retail Trade	-	-	2.9
Transportation	1.8	2.5	3.3
Information and Culture	3.3	2.4	-
Finance and Professional Services	-	2.1	3.5
Education, Health and Social Services	1.9	2.6	3.4
Public Administration	2.6	2.9	3.0
Jurisdictions			
Prince Edward Island	-	2.8	-
Nova Scotia	-	3.1	2.9
New Brunswick	-	-	1.2
Quebec	1.1	3.1	1.5
Ontario	2.8	3.3	2.9
Manitoba	2.3	3.1	-
Saskatchewan	2.0	-	-
Alberta	3.0	3.5	3.4
British Columbia	1.6	2.5	3.5
Territories	-	3.1	-
Multiprovince	3.3	-	4.1
Federal Jurisdiction	0.8	2.5	3.2

Average Annual Percentage Wage Adjustments by Quarter

	2005			2006
	2 nd	3 rd	4 th	1 st
Sectors				
Public Sector	2.6	2.9	1.6	2.2
Private Sector	2.6	2.7	2.1	2.5
All Industries/Jurisdictions				
Average Annual Adjustment	2.6	2.8	1.7	2.2
Non-COLA	2.6	2.9	1.6	2.2
COLA	2.3	2.7	2.4	2.9
First-Year Adjustment	2.3	3.0	1.3	2.1
Non-COLA	2.3	3.0	1.2	2.0
COLA	2.1	3.0	2.7	3.0
Industries				
Primary Industries	2.1	2.7	2.2	1.5
Utilities	2.2	1.6	3.1	2.6
Construction	3.1	3.1	-	-
Manufacturing	2.3	2.6	2.5	2.1
Wholesale and Retail Trade	2.7	2.7	1.1	1.7
Transportation	3.2	2.8	2.5	2.2
Information and Culture	1.5	2.8	2.1	3.3
Finance and Professional Services	2.2	-	2.2	2.5
Education, Health and Social Services	2.6	3.0	1.6	2.1
Entertainment and Hospitality	0.7	3.3	1.4	2.7
Public Administration	2.6	2.9	1.6	2.7

	2005			2006
	2 nd	3 rd	4 th	1 st
Jurisdictions				
Newfoundland and Labrador	2.5	2.7	1.5	-
Prince Edward Island	-	-	3.0	-
Nova Scotia	3.6	3.2	3.3	-
New Brunswick	3.3	2.5	3.0	3.8
Quebec	2.1	2.8	1.6	2.1
Ontario	2.6	2.9	2.8	2.7
Manitoba	3.8	3.1	2.9	2.4
Saskatchewan	1.9	1.1	2.1	2.1
Alberta	3.2	3.1	2.5	3.1
British Columbia	1.3	1.3	0.1	1.6
Territories	-	3.1	2.7	-
Multiprovince	-	4.1	4.2	3.3
Federal Jurisdiction	2.4	2.7	2.2	2.3

Average Annual Percentage Wage Adjustments by Year

	2003	2004	2005	2006
Sectors				
Public Sector	2.9	1.4	2.2	2.6
Private Sector	1.2	2.2	2.4	2.4
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	1.8	2.3	2.5
Non-COLA	2.5	1.7	2.2	2.5
COLA	2.6	3.1	2.5	2.8

	2003	2004	2005	2006
First-Year Adjustment	2.5	1.1	2.1	2.6
Non-COLA	2.6	0.9	2.1	2.6
COLA	2.2	3.2	2.7	2.8
Industries				
Primary Industries	2.8	3.0	2.1	2.0
Utilities	2.4	3.1	2.6	2.6
Construction	2.8	2.7	2.5	-
Manufacturing	2.5	2.4	2.5	2.1
Wholesale and Retail Trade	1.2	1.5	1.9	2.3
Transportation	1.6	0.5	2.9	2.5
Information and Culture	1.5	2.7	2.3	3.0
Finance and Professional Services	2.8	1.3	2.3	2.6
Education, Health and Social Services	3.3	0.8	2.1	2.5
Entertainment and Hospitality	2.6	2.7	1.7	2.7
Public Administration	2.3	2.4	2.4	2.9
Jurisdictions				
Newfoundland and Labrador	3.1	1.0	2.1	-
Prince Edward Island	3.2	2.4	2.5	2.8
Nova Scotia	3.3	3.7	3.2	3.1
New Brunswick	2.8	4.1	3.0	2.3
Quebec	2.1	2.6	1.6	1.8
Ontario	3.3	3.0	2.7	2.9
Manitoba	2.9	2.6	2.9	2.5
Saskatchewan	3.0	1.0	1.9	2.1

	2003	2004	2005	2006
Alberta	3.0	3.1	3.0	3.2
British Columbia	1.3	-1.6	0.5	2.4
Territories	2.5	3.0	3.0	3.1
Multiprovince	1.1	2.7	4.1	3.5
Federal Jurisdiction	1.8	1.6	2.6	2.5

Note: Data for 2006 are year-to-date.

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1985

Year	Public	Private	All
1985	3.8	3.3	3.7
1986	3.6	3.0	3.4
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2

Year	Public	Private	All
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.2	1.8
2005	2.2	2.4	2.3
2006	2.6	2.4	2.5

Note: Data for 2006 are year-to-date.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Workplace Information Directorate, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at [Other detailed tables](#).

Major Settlements Reached in May 2006

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Primary Industries				
Elk Valley Coal Corporation Fording River, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers Intl. Union (AFL-CIO/CLC) mine employees	800	3.0	60.0	Apr 30, 2011
Falconbridge Ltd. Gloucester County, New Brunswick; and Dalhousie, New Brunswick United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers Intl. Union (AFL-CIO/CLC) mine employees	730	1.2*	60.0	Feb 28, 2011
2 agreements	1,530	2.1	60.0	
Manufacturing				
Bombardier Aéronautique St-Laurent, Quebec; Dorval, Quebec; and Mirabel, Quebec International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) plant and maintenance employees	5,500	2.1	36.0	Nov 30, 2008
Cadbury Trebor Allan Inc. Toronto, Ontario; and Oakville, Ontario United Food and Commercial Workers International Union (AFL-CIO/CLC) production employees	525	2.8	36.1	Dec 06, 2008

Industry, Employer, Location Union, Occupation	No. of Empis.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
INCO Limited Sudbury, Ontario; and Port Colborne, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers Intl. Union (AFL-CIO/CLC) smelting and refinery employees	3,260	2.8*	36.0	May 31, 2009
Quebec Fashion Apparel Manufacturers' Guild province-wide, Quebec Unite Here Canada (AFL-CIO/CLC) production employees	1,460	0.9	60.0	May 31, 2011
TRW Canada Limited St. Catharines, Ontario Thompson Products Employees' Association (Independent-local) plant and maintenance employees	500	1.2*	36.0	Apr 30, 2009
Vêtements Peerless Inc. Montréal, Quebec International Brotherhood of Teamsters (AFL-CIO/CLC) production employees	2,200	0.7	32.8	Feb 28, 2009
6 agreements	13,445	1.9	38.1	
Wholesale and Retail Trade				
Finning (Canada), Division of Finning International Ltd. province-wide, British Columbia; and territory-wide, Yukon Territory International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) service and maintenance employees; warehouse employees	780	4.2	36.0	Apr 14, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Great Atlantic and Pacific Company of Canada, Limited Northern, Ontario United Food and Commercial Workers International Union (AFL-CIO/CLC) retail employees	560	1.2	60.0	Jul 10, 2010
2 agreements	1,340	2.9	46.0	
Transportation				
Air Transat system-wide, Multiprovince Canadian Union of Public Employees (CLC) flight attendants	1,100	3.3	60.0	Oct 31, 2010
1 agreement	1,100	3.3	60.0	
Finance and Professional Services				
Atomic Energy of Canada Limited Mississauga, Ontario; and Montréal, Quebec Society of Professional Engineers and Associates (Independent-local) engineers; librarians; scientific and other professional employees	550	3.1	60.0	Dec 31, 2010
Metropolitan Toronto Convention Centre Corporation Toronto, Ontario Laborers' International Union of North America (AFL-CIO/CLC) general services employees	750	3.3	48.0	Dec 31, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
NDT Management Association Canada-wide, Multiprovince United Assn. of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the U.S. and Canada (AFL-CIO/CLC); International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers (AFL-CIO/CLC) technical employees	1,200	4.0	36.0	Apr 30, 2009
Toronto Community Housing Corporation Toronto, Ontario Canadian Union of Public Employees (CLC) service and maintenance employees	650	3.1	84.0	Dec 31, 2008
4 agreements	3,150	3.5	53.0	
Education, Health and Social Services				
British Columbia Institute of Technology Burnaby, British Columbia British Columbia Government and Service Employees' Union (CLC) support employees	500	2.1	48.0	Jun 30, 2010
Calgary Board of Education Calgary, Alberta Calgary Board of Education Staff Association (Independent-local) office employees; technical employees	2,600	3.2	36.0	Aug 31, 2007
Calgary Health Region Calgary, Alberta Alberta Union of Provincial Employees (CLC) nursing assistants; technical employees	2,200	3.0	48.0	Mar 31, 2008
Durham District School Board Whitby, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	970	4.3	48.0	Aug 31, 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Health Employers Association of British Columbia province-wide, British Columbia British Columbia Nurses' Union (CLC); Union of Psychiatric Nurses (CLC); Health Sciences Association of British Columbia (CLC) nurses	29,270	3.6	48.0	Mar 31, 2010
Nova Scotia Community College Halifax, Nova Scotia Nova Scotia Teachers Union (Independent-natl.) academic employees	600	2.9	42.0	Aug 31, 2008
Ontario Hospital Association province-wide, Ontario Ontario Public Service Employees Union (CLC) laboratory technicians	6,540	3.1	36.0	Mar 31, 2009
Ottawa-Carleton District School Board Ottawa, Ontario Ontario Secondary School Teachers' Federation (CLC) occasional teachers	650	3.1	48.0	Aug 31, 2008
Trillium Lakelands District School Board Lindsay, Ontario Canadian Union of Public Employees (CLC) office employees; educational services employees	1,020	2.5	36.0	Dec 31, 2008
University of Alberta Edmonton, Alberta University of Alberta Non-Academic Staff Association (Independent-local) administrative and support employees	4,300	3.7	48.0	Mar 31, 2009
10 agreements	48,650	3.5	45.4	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Public Administration				
City of London London, Ontario Canadian Union of Public Employees (CLC) outside employees	530	3.0	48.0	Dec 31, 2009
1 agreement	530	3.0	48.0	
Agreements with COLA - 3 agreements	4,490	2.4	39.9	
Agreements without COLA - 23 agreements	65,255	3.2	45.3	
All Agreements - 26 agreements	69,745	3.1	44.9	

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Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	various unions	23,200	CO/B/TENT	May 02–Sep 05
Canada Post	CUPW/CPAA	12,630	ARB/TENT	Dec 05
Atomic Energy of Canada (Ont. and Que.)	various unions	1,030	B	Mar 06/Jun 06
Communications Security Establishment	PSAC	1,000	B	Feb 06
National Research Council of Canada	various unions	1,000	B	Dec 04/Apr 05
Private Sector				
Air Canada and Jazz (wage reopeners)	various unions	33,100	B/CO/ARB	Jun/Jul 06
Canadian Pacific Railway	Steelworkers	1,270	TENT	Dec 06
TELUS Corp. (Que.)	CUPE	1,140	B	Dec 05
Hudson Bay Mining and Smelting Company	various unions	1,090	ARB	Dec 05
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	ONA	45 000	B	Mar 06
British Columbia Public School Employers Association	Teachers	42,000	TENT	Jun 06
Ontario Hospital Association	CUPE	18 000	TENT	Sep 06

Employer	Union	Employees	Status*	Expiry Month
Government of Newfoundland and Labrador	Nurses/Teachers/Healthcare	13,700	B/CO/TENT	Aug 04/Jun05
Government of New Brunswick	NBPEA/CUPE	12,700	TENT/B/CO	Dec 03-Feb 06
Government of Manitoba	MGGEU	12,100	ARB	Mar 06
Government of Quebec	Police/Ambulance Technicians	8,100	TENT	Jun 02/Jun 05
Government of Ontario	Police	7,680	B	Dec 05
Nova Scotia Association of Health Organizations	CUPE/CAW-CANADA	5,800	CO/B	Mar 06
City of Edmonton	various unions	5,600	B	Dec 05
Manitoba Hydro	various unions	4,060	B/TENT	Mar 06/May 06
Health Authorities of Manitoba	MAHCP	3,300	B	Mar 06
Health Authorities of Prince Edward Island	various unions	2,340	B	Mar 06
University of Montréal	CUPE	2,000	B	Nov 05
Government of Nova Scotia	CUPE	1,200	B	Oct 05
Private Sector				
B.C. Construction	various unions	26,000	TENT	Apr 04
Loblaws (Ont.)	UFCW	15,000	B	Jul 06

Employer	Union	Employees	Status*	Expiry Month
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	CO	Mar 05
Construction Management Bureau Limited (N.S.)	various unions	2,400	B/TENT	Apr 06

* ARB Arbitration
 B Bargaining
 B/WS Bargaining after work stoppage
 CO Conciliation
 MED Mediation
 M/WS Mediation after work stoppage
 PAB Post-arbitration bargaining
 PCB Post-conciliation bargaining
 PMB Post-mediation bargaining
 TENT Tentative settlement
 WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Government of Saskatchewan	SGGEU	10,000	Sep 06
Real Canadian Superstores (Alta)	UFCW	8,150	Aug 06
Canadian National Railway	UTU/CAW-CANADA	7,810	Dec 06
Canadian Pacific Railway	Teamsters/UTU	6,470	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	Oct 06
Via Rail Canada	CAW-CANADA	2,680	Dec 06
Saint John Construction Association	LIUNA/UBCJ	1,800	Jun 06
Government of Nunavut	PSAC	1,750	Sep 06
Council of Marine Carriers	CMSG	650	Sep 06

Major Work Stoppages

Major work stoppages involving 500 or more employees from **June 16 to 29 2006**.

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

Employer, Location, Union and Employees	Issues	Starting	Ending
City of Abbotsford, Abbotsford, British Columbia Canadian Union of Public Employees 500 outside employees	Wages, term of agreement, and wages and job security for seasonal workers	Jun 26/2006	
Woodbine Entertainment Group, province-wide, Ontario Canadian Racetrack Workers Union 600 racetrack employees	Not available	Jun 21/2006	
Stora Enso Port Hawksbury Limited, Point Tupper, Nova Scotia Communications, Energy and Paperworkers Union of Canada 670 mill and office employees	Subcontracting	Jan 26/2006 Lockout	Jun 22/2006

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

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